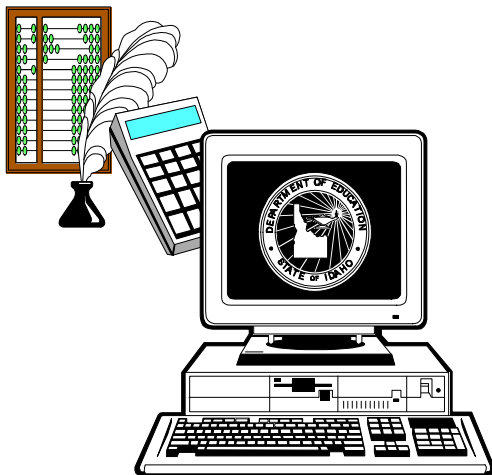


ANNUAL STATISTICAL REPORT

1993-1994



PUBLIC SCHOOL CERTIFIED AND NONCERTIFIED PERSONNEL

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BOISE, IDAHO

ANNUAL STATISTICAL REPORT

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1993. Salary information for both certified and noncertified staff was supplied for the 1993-94 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this publication, statistics are reported for school district groups according to student membership size. District membership is defined as the total student enrollment less the total student withdrawal as of the last Friday in September. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each category.

CLASSIFICATION OF PERSONNEL

In the certified employee section of this report, employees are counted by Full Time Equivalent (FTE). Certified employees who were reported as performing more than one activity have been counted according to their FTE in each activity.

Noncertified employees who were reported in more than one activity have been counted by their FTE in each job classification. FTE calculations are based on a 2,080 hour work year for noncertified employees.

Employees who have been reported in both certified and noncertified activities have been counted by their FTE as a certified employee and as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPS

Activities of certified employees are grouped into 19 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator --Educator with responsibility for teachers or courses in a specified subject or service area.
5. Elementary Principal
6. Secondary Principal
7. Assistant Principal
8. Elementary Teacher -- Certified teacher who works with students in grades K-6.
9. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
10. Head Teacher
11. Education Media Generalist -- This category includes Librarians.
12. Counselor
13. Psychological Examiner
14. School Psychologist
15. Speech/Language Pathologist
16. Audiologist
17. School Social Worker
18. School Nurse
19. Occupational/Physical Therapist

For clarity of tabular presentation, these 19 job classifications are sometimes consolidated into the activity groups listed below:

4 ACTIVITY GROUPS

1. District Administration

Superintendents
Assistant Superintendents
Directors
Supervisors/Coordinators

2. School Administration

Elementary Principals
Secondary Principals
Assistant Principals
Head Teachers

3. Student Services

Media Generalists
Counselors
Psychological Examiners
School Psychologists
Speech/Language Pathologist
Audiologists
School Social Workers
School Nurses
Occupational/Physical Therapists

4. Instructional Services

Elementary Teachers
Secondary Teachers

**SCHOOL
DISTRICT
MEMBERSHIP
GROUPS**

SCHOOL DISTRICT MEMBERSHIP GROUPS

1993-1994

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 236,774 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e., the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT TEACHER RATIO d/e (f)
DISTRICTS WITH OVER 5000 STUDENTS					
1	001	BOISE	26,099	1,364.78	19.10
2	002	MERIDIAN	16,889	809.81	20.90
3	025	POCATELLO	14,014	658.33	21.30
4	091	IDAHO FALLS	11,279	526.56	21.40
5	131	NAMPA SCHOOL	8,326	399.21	20.90
6	271	COEUR D'ALENE	8,055	399.67	20.20
7	093	BONNEVILLE	7,680	373.05	20.60
8	411	TWIN FALLS	7,120	348.15	20.50
9	082	BONNER COUNTY	5,932	301.08	19.70
10	151	CASSIA COUNTY	5,512	273.46	20.20
11	331	MINIDOKA COUNTY	5,392	269.89	20.00
11 DISTRICTS		TOTAL	116,298	5,723.99	20.30
DISTRICTS WITH 2,500 - 4,999 STUDENTS					
12	340	LEWISTON	4,840	259.97	18.60
13	132	CALDWELL	4,816	248.12	19.40
14	055	BLACKFOOT	4,663	229.74	20.30
15	321	MADISON	4,328	193.20	22.40
16	251	JEFFERSON COUNTY	4,173	187.71	22.20
17	193	MOUNTAIN HOME	4,114	223.90	18.40
18	273	POST FALLS	3,596	170.21	21.10
19	272	LAKELAND	3,088	143.26	21.60
20	261	JEROME	3,022	133.83	22.60
21	139	VALLIVUE	2,897	150.38	19.30
22	281	MOSCOW	2,736	156.25	17.50
23	215	FREMONT COUNTY	2,721	137.14	19.80
24	221	EMMETT	2,709	129.49	20.90
25	061	BLAINE COUNTY	2,673	165.51	16.20
26	052	SNAKE RIVER	2,560	115.30	22.20
15 DISTRICTS		TOTAL	52,936	2,644.01	20.00
DISTRICTS WITH 1,000 - 2,499 STUDENTS					
27	060	SHELLEY	2,399	103.84	23.10
28	201	PRESTON	2,305	101.23	22.80
29	003	KUNA	2,247	107.38	20.90
30	241	GRANGEVILLE	2,092	122.78	17.00
31	134	MIDDLETON	1,912	97.89	19.50
32	371	PAYETTE	1,849	85.56	21.60
33	033	BEAR LAKE COUNTY	1,791	83.10	21.60
34	101	BOUNDARY COUNTY	1,780	88.04	20.20
35	171	OROFINO	1,753	103.19	17.00
36	021	MARSH VALLEY	1,719	89.12	19.30
37	381	AMERICAN FALLS	1,672	94.50	17.70
38	431	WEISER	1,669	84.70	19.70
39	391	KELLOGG	1,667	90.52	18.40
40	412	BUHL	1,625	79.14	20.50
41	322	SUGAR-SALEM	1,616	73.90	21.90
42	150	SODA SPRINGS	1,358	61.70	22.00
43	041	ST. MARIES	1,320	68.14	19.40
44	373	FRUITLAND	1,254	64.92	19.30
45	291	SALMON	1,249	60.21	20.70
46	421	MC CALL-DONNELLY	1,226	68.65	17.90
47	413	FILER	1,194	61.02	19.60
48	370	HOMEDALE	1,172	58.00	20.20
49	231	GOODING	1,146	62.58	18.30
50	059	FIRTH	1,129	53.45	21.10
51	414	KIMBERLY	1,101	62.31	17.70
52	401	TETON COUNTY	1,026	58.80	17.40
53	232	WENDELL	1,020	49.80	20.50
54	058	ABERDEEN	1,000	51.20	19.50
28 DISTRICTS		TOTAL	43,291	2,185.67	19.80

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	MEMBERSHIP (d)	NUMBER OF TEACHERS * (FTE) (e)	STUDENT TEACHER RATIO d/e (f)
DISTRICTS WITH 500 - 999 STUDENTS					
55	351	ONEIDA COUNTY	996	52.20	19.10
56	137	PARMA	963	49.42	19.50
57	372	NEW PLYMOUTH	924	48.15	19.20
58	393	WALLACE	825	58.82	14.00
59	253	WEST JEFFERSON	762	40.40	18.90
60	252	RIRIE	754	33.35	22.60
61	111	BUTTE COUNTY	732	38.94	18.80
62	363	MARSING	689	38.20	18.00
63	148	GRACE	682	35.40	19.30
64	286	WHITEPINE	679	44.52	15.30
65	262	VALLEY	676	35.09	19.30
66	136	MELBA	674	37.20	18.10
67	304	KAMIAH	672	37.19	18.10
68	192	GLENNS FERRY	667	38.89	17.20
69	365	BRUNEAU-GRAND VIEW	645	38.68	16.70
70	202	WEST SIDE	629	31.41	20.00
71	285	POTLATCH	626	38.15	16.40
72	181	CHALLIS	592	34.02	17.40
73	341	LAPWAI	542	37.08	14.60
74	044	PLUMMER-WORLEY	526	35.54	14.80
75	242	COTTONWOOD	517	32.44	15.90
21 DISTRICTS		TOTAL	14,772	835.09	17.70
DISTRICTS WITH 1 - 499 STUDENTS					
76	133	WILDER	497	29.12	17.10
77	312	SHOSHONE	426	26.40	16.10
78	422	CASCADE	394	23.87	16.50
79	233	HAGERMAN	393	21.57	18.20
80	415	HANSEN	393	24.05	16.30
81	013	COUNCIL	387	27.00	14.30
82	283	KENDRICK	371	21.47	17.30
83	343	TAMMANY ELEMENTARY	351	17.47	20.10
84	305	HIGHLAND JOINT	334	20.24	16.50
85	135	NOTUS	333	22.73	14.70
86	182	MACKAY	330	17.37	19.00
87	418	MURTAUGH	326	19.78	16.50
88	417	CASTLEFORD	315	22.08	14.30
89	282	GENESEE	310	19.90	15.60
90	073	HORSESHOE BEND	306	21.86	14.00
91	071	GARDEN VALLEY	296	17.91	16.50
92	072	BASIN ELEMENTARY	295	13.89	21.20
93	274	KOOTENAI	294	20.00	14.70
94	432	CAMBRIDGE	288	20.54	14.00
95	011	MEADOWS VALLEY	256	17.27	14.80
96	161	CLARK COUNTY	241	15.45	15.60
97	316	RICHFIELD	230	17.92	12.80
98	149	NORTH GEM	229	16.29	14.10
99	314	DIETRICH	212	15.87	13.40
100	392	MULLAN	211	18.25	11.60
101	234	BLISS	205	15.80	13.00
102	342	CULDESAC	200	15.23	13.10
103	302	NEZPERCE	196	17.47	11.20
104	382	ROCKLAND	192	13.79	13.90
105	121	CAMAS COUNTY	186	17.01	10.90
106	292	SOUTH LEMHI	161	12.80	12.60
107	433	MIDVALE	100	11.21	8.90
108	092	SWAN VALLEY	97	4.90	19.80
109	394	AVERY SCHOOL	45	3.60	12.50
110	364	PLEASANT VALLEY	31	2.00	15.50
111	383	ARBON ELEMENTARY	22	2.00	11.00
112	191	PRAIRIE ELEMENTARY	14	1.00	14.00
113	416	THREE CREEK	10	1.00	10.00
38 DISTRICTS		TOTAL	9,477	626.11	15.10
113 DISTRICTS		STATEWIDE TOTALS	236,774	12,014.87	19.70

* "Number of Teachers" in this report includes Head Teachers.

CERTIFIED

STAFF

TABLES

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

1993-1994

ACTIVITY CLASSIFICATIONS	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	94.37	89.37	5.00	94.70%	5.30%	0.68%
ASST. SUPERINTENDENT	22.00	19.00	3.00	86.36%	13.64%	0.16%
DIRECTOR	115.53	76.84	38.69	66.51%	33.49%	0.84%
SUPERVISOR/COORDINATOR	68.99	42.89	26.10	62.17%	37.83%	0.50%
PRINCIPAL-ELEMENTARY	277.03	168.70	108.33	60.90%	39.10%	2.01%
PRINCIPAL-SECONDARY	177.86	156.96	20.90	88.25%	11.75%	1.29%
ASSISTANT PRINCIPAL	129.86	104.04	25.82	80.12%	19.88%	0.94%
TEACHER-ELEMENTARY	6,273.24	780.21	5,493.03	12.44%	87.56%	45.45%
TEACHER-SECONDARY	5,733.14	2,917.43	2,815.71	50.89%	49.11%	41.54%
HEAD TEACHER	8.49	2.83	5.66	33.33%	66.67%	0.06%
EDUCATION MEDIA GENERALIST	167.67	28.43	139.24	16.96%	83.04%	1.21%
COUNSELOR	386.97	169.54	217.43	43.81%	56.19%	2.80%
PSYCHOLOGICAL EXAMINER	10.48	4.85	5.63	46.28%	53.72%	0.08%
SCHOOL PSYCHOLOGIST	96.27	53.88	42.39	55.97%	44.03%	0.70%
SPEECH/LANGUAGE PATHOLOGIST	142.01	10.79	131.22	7.60%	92.40%	1.03%
AUDIOLOGIST	6.60	3.00	3.60	45.45%	54.55%	0.05%
SCHOOL SOCIAL WORKER	36.52	15.48	21.04	42.39%	57.61%	0.26%
SCHOOL NURSE	51.58	0.00	51.58	0.00%	100.00%	0.37%
OCCUPATIONAL/PHYSICAL THERAPIST	4.23	0.18	4.05	4.26%	95.74%	0.03%
TOTAL	13,802.84	4,644.42	9,158.42	33.65%	66.35%	100.00%

ACTIVITY GROUPS	FTE EMPLOYEE TOTAL (a)	FTE NUMBER MEN (b)	FTE NUMBER WOMEN (c)	% MEN IN ACTIVITY (b)/(a) (d)	% WOMEN IN ACTIVITY (c)/(a) (e)	% CERT. EMPLOYEES (a)/Total Cert.Staff (f)
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	300.89	228.10	72.79	75.81%	24.19%	2.18%
SCHOOL ADMINISTRATION	593.24	432.53	160.71	72.91%	27.09%	4.30%
STUDENT SERVICES	902.33	286.15	616.18	31.71%	68.29%	6.54%
INSTRUCTIONAL SERVICES	12,006.38	3,697.64	8,308.74	30.80%	69.20%	86.98%
TOTAL	13,802.84	4,644.42	9,158.42	33.65%	66.35%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
19 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS
1993-1994

ACTIVITY CLASSIFICATIONS	STATEWIDE TOTALS (113 DISTRICTS)		DISTRICTS WITH 5000+ STUDENTS (11 DISTRICTS)		DISTRICTS WITH 2500-4999 STUDENTS (15 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	94.37	0.68%	11.00	0.08%	15.00	0.11%
ASST. SUPERINTENDENT	22.00	0.16%	12.00	0.09%	8.00	0.06%
DIRECTOR	115.53	0.84%	46.25	0.34%	34.32	0.25%
SUPERVISOR/COORDINATOR	68.99	0.50%	49.24	0.36%	7.71	0.06%
PRINCIPAL-ELEMENTARY	277.03	2.01%	132.79	0.96%	66.50	0.48%
PRINCIPAL-SECONDARY	177.86	1.29%	54.07	0.39%	33.35	0.24%
ASSISTANT PRINCIPAL	129.86	0.94%	87.90	0.64%	31.72	0.23%
TEACHER-ELEMENTARY	6,273.24	45.45%	3,057.09	22.15%	1,392.57	10.09%
TEACHER-SECONDARY	5,733.14	41.54%	2,665.32	19.31%	1,247.92	9.04%
HEAD TEACHER	8.49	0.06%	1.58	0.01%	3.52	0.03%
EDUCATION MEDIA GENERALIST	167.67	1.21%	59.87	0.43%	34.12	0.25%
COUNSELOR	386.97	2.80%	189.82	1.38%	84.14	0.61%
PSYCHOLOGICAL EXAMINER	10.48	0.08%	3.88	0.03%	3.50	0.03%
SCHOOL PSYCHOLOGIST	96.27	0.70%	50.80	0.37%	22.84	0.17%
SPEECH/LANGUAGE PATHOLOGIST	142.01	1.03%	75.56	0.55%	29.05	0.21%
AUDIOLOGIST	6.60	0.05%	5.80	0.04%	0.80	0.01%
SCHOOL SOCIAL WORKER	36.52	0.26%	24.04	0.17%	10.00	0.07%
SCHOOL NURSE	51.58	0.37%	40.47	0.29%	4.67	0.03%
OCCUPATIONAL/PHYSICAL THERAPIST	4.23	0.03%	1.23	0.01%	2.00	0.01%
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	300.89	2.18%	118.49	0.86%	65.03	0.47%
SCHOOL ADMINISTRATION	593.24	4.30%	276.34	2.00%	135.09	0.98%
STUDENT SERVICES	902.33	6.54%	451.47	3.27%	191.12	1.38%
INSTRUCTIONAL SERVICES	12,006.38	86.98%	5,722.41	41.46%	2,640.49	19.13%
TOTAL	13,802.84	100.00%	6,568.71	47.59%	3,031.73	21.96%

ACTIVITY CLASSIFICATIONS	DISTRICTS WITH 1000-2499 STUDENTS (28 DISTRICTS)		DISTRICTS WITH 500-999 STUDENTS (21 DISTRICTS)		DISTRICTS WITH 1-499 STUDENTS (38 DISTRICTS)	
	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF	F.T.E.	% OF CERT. STAFF
19 ACTIVITY CLASSIFICATIONS						
SUPERINTENDENT	27.00	0.20%	19.50	0.14%	21.87	0.16%
ASST. SUPERINTENDENT	2.00	0.01%	0.00	0.00%	0.00	0.00%
DIRECTOR	23.27	0.17%	10.21	0.07%	1.48	0.01%
SUPERVISOR/COORDINATOR	7.60	0.06%	2.06	0.01%	2.38	0.02%
PRINCIPAL-ELEMENTARY	48.77	0.35%	19.49	0.14%	9.48	0.07%
PRINCIPAL-SECONDARY	51.19	0.37%	23.76	0.17%	15.49	0.11%
ASSISTANT PRINCIPAL	8.30	0.06%	1.94	0.01%	0.00	0.00%
TEACHER-ELEMENTARY	1,104.37	8.00%	409.95	2.97%	309.26	2.24%
TEACHER-SECONDARY	1,080.36	7.83%	423.47	3.07%	316.07	2.29%
HEAD TEACHER	0.94	0.01%	1.67	0.01%	0.78	0.01%
EDUCATION MEDIA GENERALIST	43.68	0.32%	15.62	0.11%	14.38	0.10%
COUNSELOR	69.03	0.50%	25.93	0.19%	18.05	0.13%
PSYCHOLOGICAL EXAMINER	3.10	0.02%	0.00	0.00%	0.00	0.00%
SCHOOL PSYCHOLOGIST	16.21	0.12%	4.26	0.03%	2.16	0.02%
SPEECH/LANGUAGE PATHOLOGIST	28.60	0.21%	5.30	0.04%	3.50	0.03%
AUDIOLOGIST	0.00	0.00%	0.00	0.00%	0.00	0.00%
SCHOOL SOCIAL WORKER	2.15	0.02%	0.33	0.00%	0.00	0.00%
SCHOOL NURSE	4.00	0.03%	2.04	0.01%	0.40	0.00%
OCCUPATIONAL/PHYSICAL THERAPIST	1.00	0.01%	0.00	0.00%	0.00	0.00%
4 ACTIVITY GROUPS						
DISTRICT ADMINISTRATION	59.87	0.43%	31.77	0.23%	25.73	0.19%
SCHOOL ADMINISTRATION	109.20	0.79%	46.86	0.34%	25.75	0.19%
STUDENT SERVICES	167.77	1.22%	53.48	0.39%	38.49	0.28%
INSTRUCTIONAL SERVICES	2,184.73	15.83%	833.42	6.04%	625.33	4.53%
TOTAL	2,521.57	18.27%	965.53	7.00%	715.30	5.18%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "FTE" by 13,802.84; the statewide total FTE.

CERTIFIED STAFF SALARIES

***** STATEWIDE SUMMARY *****

1993-1994

ACTIVITY CLASSIFICATIONS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
19 ACTIVITY CLASSIFICATIONS				
SUPERINTENDENT	107	94.37	\$5,338,507	\$56,570
ASST. SUPERINTENDENT	22	22.00	1,329,096	60,413
DIRECTOR	186	115.53	5,131,234	44,415
SUPERVISOR/COORDINATOR	99	68.99	3,020,838	43,787
PRINCIPAL-ELEMENTARY	296	277.03	12,476,393	45,036
PRINCIPAL-SECONDARY	192	177.86	8,349,939	46,947
ASSISTANT PRINCIPAL	152	129.86	5,691,728	43,830
TEACHER-ELEMENTARY	6,763	6,273.24	173,275,219	27,621
TEACHER-SECONDARY	6,371	5,733.14	159,979,077	27,904
HEAD TEACHER	20	8.49	250,705	29,529
EDUCATION MEDIA GENERALIST	201	167.67	5,031,502	30,008
COUNSELOR	429	386.97	12,662,759	32,723
PSYCHOLOGICAL EXAMINER	12	10.48	299,641	28,592
SCHOOL PSYCHOLOGIST	108	96.27	3,413,533	35,458
SPEECH/LANGUAGE PATHOLOGIST	158	142.01	4,330,984	30,498
AUDIOLOGIST	7	6.60	208,325	31,564
SCHOOL SOCIAL WORKER	39	36.52	1,237,692	33,891
SCHOOL NURSE	57	51.58	1,351,247	26,197
OCCUPATIONAL/PHYSICAL THERAPIST	8	4.23	134,799	31,867
TOTAL	15,227	13,802.84	\$403,513,218	\$29,234

ACTIVITY CLASSIFICATIONS	ACTUAL EMPLOYEE TOTAL (a)	FTE EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	FTE AVERAGE SALARY (c)/(b) (d)
4 ACTIVITY GROUPS				
DISTRICT ADMINISTRATION	414	300.89	\$14,819,675	\$49,253
SCHOOL ADMINISTRATION	660	593.24	26,768,765	45,123
STUDENT SERVICES	1,019	902.33	28,670,482	31,774
INSTRUCTIONAL SERVICES	13,134	12,006.38	333,254,296	27,756
TOTAL	15,227	13,802.84	\$403,513,218	\$29,234

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***
1994-1995

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$5,376,324	89.37	5.00	\$56,570	\$56,496	\$57,883	\$56,791	\$56,908	\$58,088
ASST. SUPERINTENDENT	1,334,819	19.00	3.00	60,413	61,128	55,885	60,674	61,430	55,885
DIRECTOR	5,366,447	76.84	38.69	44,415	44,762	43,725	46,451	47,202	44,958
SUPERVISOR/COORDINATOR	3,090,886	42.89	26.10	43,787	46,522	39,291	44,802	47,536	40,308
PRINCIPAL-ELEMENTARY	12,701,893	168.70	108.33	45,036	45,636	44,102	45,850	46,429	44,949
PRINCIPAL-SECONDARY	8,586,661	156.96	20.90	46,947	46,914	47,191	48,278	48,381	47,500
ASSISTANT PRINCIPAL	5,759,599	104.04	25.82	43,830	44,579	40,810	44,352	45,073	41,450
TEACHER-ELEMENTARY	175,404,302	780.21	5,493.03	27,621	28,285	27,527	27,961	29,097	27,799
TEACHER-SECONDARY	167,990,580	2,917.43	2,815.71	27,904	28,508	27,279	29,302	30,464	28,097
HEAD TEACHER	261,896	2.83	5.66	29,529	35,451	26,569	30,848	36,339	28,102
EDUCATION MEDIA GENERALIST	5,157,856	28.43	139.24	30,008	32,117	29,578	30,762	33,448	30,214
COUNSELOR	13,142,356	169.54	217.43	32,723	33,288	32,282	33,962	34,912	33,221
PSYCHOLOGICAL EXAMINER	308,762	4.85	5.63	28,592	29,239	28,034	29,462	30,587	28,493
SCHOOL PSYCHOLOGIST	3,569,713	53.88	42.39	35,458	36,958	33,551	37,080	38,700	35,021
SPEECH/LANGUAGE PATHOLOGIST	4,447,401	10.79	131.22	30,498	36,431	30,010	31,318	37,669	30,795
AUDIOLOGIST	210,265	3.00	3.60	31,564	33,153	30,241	31,858	33,353	30,613
SCHOOL SOCIAL WORKER	1,255,904	15.48	21.04	33,891	34,444	33,484	31,339	35,072	33,887
SCHOOL NURSE	1,356,446	0.00	51.58	26,197	0	26,197	26,298	0	26,298
OCCUPATIONAL/PHYSICAL THERAPIST	137,621	0.18	4.05	31,867	35,683	31,698	32,535	31,711	32,332
TOTALS	\$415,459,731	4,644.42	9,158.42						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$15,168,476	228.10	72.79	\$49,253	\$51,054	\$43,609	\$52,253	\$52,253	\$44,643
SCHOOL ADMINISTRATION	27,310,049	432.53	160.71	45,123	45,779	43,357	46,745	46,745	44,125
STUDENT SERVICES	29,586,324	286.15	616.18	31,774	33,975	30,751	35,504	35,504	31,528
INSTRUCTIONAL SERVICES	343,394,882	3,697.64	8,308.74	27,756	28,461	27,443	30,176	30,176	27,900

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)
1993-1994

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$790,689	11.00	0.00	\$71,663	\$71,663	\$0	\$71,881	\$71,881	\$0
ASST. SUPERINTENDENT	773,372	12.00	0.00	64,280	64,280	0	64,448	64,448	0
DIRECTOR	2,406,648	30.85	15.40	50,676	50,758	50,512	52,036	52,185	51,737
SUPERVISOR/COORDINATOR	2,362,171	30.90	18.34	47,578	50,280	43,027	47,973	50,632	43,493
PRINCIPAL-ELEMENTARY	6,450,681	67.79	65.00	47,978	48,891	47,025	48,578	49,548	47,567
PRINCIPAL-SECONDARY	2,857,119	43.73	10.34	51,549	51,291	52,641	52,841	52,866	52,738
ASSISTANT PRINCIPAL	3,935,632	68.00	19.90	44,292	45,244	41,037	44,774	45,710	41,576
TEACHER-ELEMENTARY	87,738,434	337.59	2,719.50	28,529	29,678	28,387	28,700	30,289	28,503
TEACHER-SECONDARY	79,552,098	1,261.25	1,404.07	28,673	29,595	27,845	29,847	31,349	28,498
HEAD TEACHER	53,946	1.17	0.41	32,328	32,460	31,951	34,143	34,608	32,817
EDUCATION MEDIA GENERALIST	1,905,231	9.00	50.87	31,262	34,470	30,694	31,823	35,232	31,220
COUNSELOR	6,673,880	73.16	116.66	34,215	34,869	33,805	35,159	36,069	34,589
PSYCHOLOGICAL EXAMINER	116,118	1.00	2.88	28,367	33,002	26,758	29,927	36,476	27,653
SCHOOL PSYCHOLOGIST	1,961,036	27.50	23.30	37,095	38,672	35,233	38,603	40,044	36,903
SPEECH/LANGUAGE PATHOLOGIST	2,412,793	4.89	70.67	31,289	40,330	30,663	31,932	41,067	31,300
AUDIOLOGIST	193,398	3.00	2.80	33,010	33,153	32,857	33,344	33,353	33,336
SCHOOL SOCIAL WORKER	838,359	9.00	15.04	34,391	34,787	34,154	34,874	35,431	34,540
SCHOOL NURSE	1,120,763	0.00	40.47	27,569	0	27,569	27,694	0	27,694
OCCUPATIONAL/PHYSICAL THERAPIST	39,724	0.18	1.05	32,089	35,683	31,472	32,296	37,100	31,472
TOTALS	\$202,182,092	1,992.01	4,576.70						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	6,332,880	84.75	33.74	\$52,715	\$55,211	\$46,443	\$53,447	\$55,911	\$47,256
SCHOOL ADMINISTRATION	13,297,378	180.69	95.65	47,415	47,993	46,322	48,120	48,810	46,816
STUDENT SERVICES	15,261,302	127.73	323.74	33,000	35,809	31,891	33,804	36,953	32,561
INSTRUCTIONAL SERVICES	167,290,532	1,598.84	4,123.57	28,596	29,613	28,202	29,234	31,125	28,501

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (15 DISTRICTS)

1993-1994

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$980,780	13.00	2.00	\$65,131	\$64,885	\$66,729	\$65,385	\$65,179	\$66,729
ASST. SUPERINTENDENT	457,564	6.00	2.00	56,732	57,216	55,280	57,196	57,834	55,280
DIRECTOR	1,560,070	21.92	12.40	44,084	45,644	41,327	45,457	47,325	42,154
SUPERVISOR/COORDINATOR	325,654	5.37	2.34	38,533	41,081	32,686	42,238	45,228	35,377
PRINCIPAL-ELEMENTARY	3,009,755	46.00	20.50	44,368	45,600	41,605	45,259	46,383	42,739
PRINCIPAL-SECONDARY	1,711,052	30.35	3.00	50,443	50,743	47,410	51,306	51,691	47,410
ASSISTANT PRINCIPAL	1,414,901	28.47	3.25	44,194	44,207	44,078	44,606	44,666	44,078
TEACHER-ELEMENTARY	39,662,233	159.43	1,233.14	27,770	28,202	27,714	28,481	29,318	28,373
TEACHER-SECONDARY	37,753,595	636.95	610.97	28,577	29,179	27,949	30,253	31,380	29,078
HEAD TEACHER	112,674	1.00	2.52	31,002	40,108	27,388	32,010	40,108	28,796
EDUCATION MEDIA GENERALIST	1,151,650	5.20	28.92	32,566	33,569	32,386	33,753	36,047	33,340
COUNSELOR	2,928,283	38.30	45.84	33,272	34,229	32,472	34,803	35,997	33,805
PSYCHOLOGICAL EXAMINER	98,746	1.00	2.50	28,139	25,145	29,337	28,213	25,403	29,337
SCHOOL PSYCHOLOGIST	807,982	11.45	11.39	33,767	36,294	31,226	35,376	37,922	32,816
SPEECH/LANGUAGE PATHOLOGIST	939,541	3.00	26.05	30,936	37,523	30,178	32,342	40,772	31,371
AUDIOLOGIST	16,867	0.00	0.80	21,084	0	21,084	21,084	0	21,084
SCHOOL SOCIAL WORKER	313,837	5.00	5.00	30,893	29,365	32,420	31,384	30,114	32,653
SCHOOL NURSE	103,591	0.00	4.67	22,151	0	22,151	22,182	0	22,182
OCCUPATIONAL/PHYSICAL THERAPIST	69,834	0.00	2.00	33,977	0	33,977	34,917	0	34,917
TOTALS	\$93,418,609	1,012.44	2,019.29						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$3,324,068	46.29	18.74	\$49,837	\$52,018	\$44,448	\$51,116	\$53,458	\$45,331
SCHOOL ADMINISTRATION	6,248,382	105.82	29.27	45,479	46,648	41,251	46,253	47,384	42,166
STUDENT SERVICES	6,430,331	63.95	127.17	32,316	34,177	31,380	33,646	35,944	32,490
INSTRUCTIONAL SERVICES	77,415,828	796.38	1,844.11	28,151	28,983	27,792	29,319	30,967	28,607

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)
1993-1994

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,559,011	25.50	1.50	\$57,220	\$57,198	\$57,583	\$57,741	\$57,710	\$58,267
ASST. SUPERINTENDENT	103,883	1.00	1.00	51,942	46,786	57,097	51,942	46,786	57,097
DIRECTOR	937,041	15.77	7.50	36,698	36,062	38,036	40,268	40,702	39,357
SUPERVISOR/COORDINATOR	267,603	3.96	3.64	33,074	33,960	32,109	35,211	35,656	34,727
PRINCIPAL-ELEMENTARY	2,056,364	34.94	13.83	41,172	42,434	37,984	42,165	43,171	39,622
PRINCIPAL-SECONDARY	2,358,173	47.19	4.00	44,449	44,663	41,921	46,067	46,312	43,178
ASSISTANT PRINCIPAL	339,867	6.77	1.53	39,663	40,753	34,840	40,948	41,546	38,303
TEACHER-ELEMENTARY	29,384,702	144.37	960.00	26,408	27,635	26,223	26,608	28,463	26,329
TEACHER-SECONDARY	30,516,568	602.34	478.02	26,827	27,217	26,336	28,247	29,204	27,041
HEAD TEACHER	29,338	0.17	0.77	29,034	30,165	28,784	31,211	30,165	31,442
EDUCATION MEDIA GENERALIST	1,265,566	8.22	35.46	28,428	32,167	27,561	28,974	33,788	27,858
COUNSELOR	2,190,835	36.06	32.97	30,263	31,369	29,054	31,737	33,456	29,858
PSYCHOLOGICAL EXAMINER	93,898	2.85	0.25	29,384	29,355	29,712	30,290	30,340	29,712
SCHOOL PSYCHOLOGIST	563,772	9.72	6.49	32,966	33,161	32,673	34,779	35,877	33,136
SPEECH/LANGUAGE PATHOLOGIST	851,787	2.00	26.60	29,019	30,156	28,934	29,783	30,156	29,755
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	92,778	1.15	1.00	42,449	54,386	28,722	43,153	54,386	30,234
SCHOOL NURSE	87,199	0.00	4.00	21,800	0	21,800	21,800	0	21,800
OCCUPATIONAL/PHYSICAL THERAPIST	28,063	0.00	1.00	27,377	0	27,377	28,063	0	28,063
TOTALS	\$72,726,448	942.01	1,579.56						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$2,867,538	46.23	13.64	\$46,002	\$47,772	\$40,001	\$47,896	\$49,783	\$41,501
SCHOOL ADMINISTRATION	4,783,742	89.07	20.13	42,489	43,463	38,175	43,807	44,687	39,915
STUDENT SERVICES	5,173,898	60.00	107.77	29,755	32,073	28,465	30,839	34,037	29,059
INSTRUCTIONAL SERVICES	59,901,270	746.71	1,438.02	26,615	27,298	26,261	27,418	29,061	26,565

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (21 DISTRICTS)
1993-1994

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,003,273	18.50	1.00	\$51,092	\$51,367	\$46,000	\$51,450	\$51,744	\$46,000
ASST. SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	393,310	7.33	2.88	35,610	36,812	32,550	38,522	39,947	34,895
SUPERVISOR/COORDINATOR	72,690	1.56	0.50	33,942	34,564	32,000	35,286	35,859	33,500
PRINCIPAL-ELEMENTARY	788,899	13.99	5.50	39,000	39,020	38,950	40,477	40,605	40,152
PRINCIPAL-SECONDARY	1,028,896	21.76	2.00	41,494	41,847	37,651	43,304	43,823	37,651
ASSISTANT PRINCIPAL	69,199	0.80	1.14	34,766	33,671	35,534	35,670	35,238	35,973
TEACHER-ELEMENTARY	10,831,095	70.21	339.74	25,865	26,148	25,807	26,421	27,074	26,286
TEACHER-SECONDARY	11,937,183	240.72	182.75	26,403	26,957	25,672	28,189	29,146	26,929
HEAD TEACHER	44,095	0.49	1.18	25,668	34,924	21,824	26,404	34,924	22,866
EDUCATION MEDIA GENERALIST	458,511	1.60	14.02	27,856	30,986	27,498	29,354	32,590	28,985
COUNSELOR	804,896	12.04	13.89	29,191	30,318	28,214	31,041	32,825	29,495
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	160,279	3.76	0.50	34,491	35,717	25,268	37,624	38,670	29,762
SPEECH/LANGUAGE PATHOLOGIST	157,178	0.50	4.80	28,690	34,650	28,069	29,656	34,650	29,136
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	10,930	0.33	0.00	32,555	32,555	0	33,121	33,121	0
SCHOOL NURSE	35,762	0.00	2.04	17,530	0	17,530	17,530	0	17,530
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$27,796,196	393.59	571.94						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$1,469,273	27.39	4.38	\$45,005	\$46,515	\$35,558	\$46,247	\$47,683	\$37,271
SCHOOL ADMINISTRATION	1,931,089	37.04	9.82	39,614	40,511	36,231	41,210	42,305	37,080
STUDENT SERVICES	1,627,556	18.23	35.25	28,750	31,650	27,250	30,433	34,065	28,554
INSTRUCTIONAL SERVICES	22,768,278	310.93	522.49	26,138	26,775	25,760	27,319	28,678	26,510

CERTIFIED STAFF SALARIES
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (38 DISTRICTS)

1993-1994

ACTIVITY CLASSIFICATIONS (a)	TOTAL BASE SALARY + EXTRA PAY (b)	FTE # MEN (c)	FTE # WOMEN (d)	AVERAGE BASE SALARY			AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	ALL	MEN	WOMEN
				(e)	(f)	(g)	(h)	(i)	(j)
19 ACTIVITY CLASSIFICATIONS									
SUPERINTENDENT	\$1,042,571	21.37	0.50	\$47,189	\$47,189	\$47,166	\$47,671	\$47,683	\$47,166
ASST. SUPERINTENDENT	0	0.00	0.00	0	0	0	0	0	0
DIRECTOR	69,378	0.97	0.51	38,490	35,670	43,853	46,877	46,492	47,610
SUPERVISOR/COORDINATOR	62,768	1.10	1.28	25,092	29,723	21,113	26,373	31,195	22,230
PRINCIPAL-ELEMENTARY	396,194	5.98	3.50	40,811	43,213	36,706	41,793	44,099	37,852
PRINCIPAL-SECONDARY	631,421	13.93	1.56	39,975	40,376	36,392	40,763	41,222	36,665
ASSISTANT PRINCIPAL	0	0.00	0.00	0	0	0	0	0	0
TEACHER-ELEMENTARY	7,787,838	68.61	240.65	24,639	25,180	24,485	25,182	26,119	24,915
TEACHER-SECONDARY	8,231,136	176.17	139.90	24,457	24,833	23,984	26,042	26,930	24,924
HEAD TEACHER	21,843	0.00	0.78	26,081	0	26,081	28,004	0	28,004
EDUCATION MEDIA GENERALIST	376,898	4.41	9.97	25,860	25,916	25,834	26,210	26,419	26,117
COUNSELOR	544,462	9.98	8.07	28,948	28,608	29,369	30,164	30,057	30,297
PSYCHOLOGICAL EXAMINER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	76,644	1.45	0.71	35,454	38,374	29,492	35,483	38,374	29,580
SPEECH/LANGUAGE PATHOLOGIST	86,102	0.40	3.10	24,601	14,180	25,945	24,601	14,180	25,945
AUDIOLOGIST	0	0.00	0.00	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	0	0.00	0.00	0	0	0	0	0	0
SCHOOL NURSE	9,131	0.00	0.40	22,828	0	22,828	22,828	0	22,828
OCCUPATIONAL/PHYSICAL THERAPIST	0	0.00	0.00	0	0	0	0	0	0
TOTALS	\$19,336,386	304.37	410.93						
4 ACTIVITY GROUPS									
DISTRICT ADMINISTRATION	\$1,174,717	23.44	2.29	\$44,644	\$45,893	\$31,866	\$45,656	\$46,860	\$33,327
SCHOOL ADMINISTRATION	1,049,458	19.91	5.84	39,862	41,228	35,203	40,756	42,086	36,219
STUDENT SERVICES	1,093,237	16.24	22.25	27,700	28,394	27,194	28,403	29,421	27,660
INSTRUCTIONAL SERVICES	16,018,974	244.78	380.55	24,547	24,930	24,301	25,617	26,703	24,918

**ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT
FOR
ACTIVITY GROUPS IN MEMBERSHIP SIZE GROUPS
1993-1994**

MEMBERSHIP SIZE GROUP	STUDENT MEMBERSHIP	% OF STATE TOTAL	4 ACTIVITY GROUPS	TOTAL SALARY W/EXTRA PAY	EXPENDITURE PER STUDENT Equals Total Salary/Student Membership
(a)	(b)	(c)	(d)	(e)	(f)
1 - 499	9,477	4.00%	DISTRICT ADMINISTRATION	\$1,174,717	\$124
			SCHOOL ADMINISTRATION	1,049,458	111
			STUDENT SERVICES	1,093,237	115
			INSTRUCTIONAL SERVICES	16,018,974	1,690
			TOTAL CERTIFIED	\$19,336,386	\$2,040
500 - 999	14,772	6.24%	DISTRICT ADMINISTRATION	\$1,469,273	\$99
			SCHOOL ADMINISTRATION	1,931,089	131
			STUDENT SERVICES	1,627,556	110
			INSTRUCTIONAL SERVICES	22,768,278	1,541
			TOTAL CERTIFIED	\$27,796,196	\$1,881
1000 - 2499	43,291	18.28%	DISTRICT ADMINISTRATION	\$2,867,538	\$66
			SCHOOL ADMINISTRATION	4,783,742	111
			STUDENT SERVICES	5,173,898	120
			INSTRUCTIONAL SERVICES	59,901,270	1,384
			TOTAL CERTIFIED	\$72,726,448	\$1,681
2500 - 4999	52,936	22.36%	DISTRICT ADMINISTRATION	\$3,324,068	\$63
			SCHOOL ADMINISTRATION	6,248,382	118
			STUDENT SERVICES	6,430,331	121
			INSTRUCTIONAL SERVICES	77,415,828	1,462
			TOTAL CERTIFIED	\$93,418,609	\$1,764
5000+	116,298	49.12%	DISTRICT ADMINISTRATION	\$6,332,880	\$54
			SCHOOL ADMINISTRATION	13,297,378	114
			STUDENT SERVICES	15,261,302	131
			INSTRUCTIONAL SERVICES	167,290,532	1,438
			TOTAL CERTIFIED	\$202,182,092	\$1,737
STATEWIDE	236,774	100.00%	DISTRICT ADMINISTRATION	\$15,168,476	\$64
			SCHOOL ADMINISTRATION	27,310,049	115
			STUDENT SERVICES	29,586,324	125
			INSTRUCTIONAL SERVICES	343,394,882	1,450
			TOTAL CERTIFIED	\$415,459,731	\$1,754

**EXPERIENCE LEVELS OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY ***
1993-1994**

ACTIVITY CLASSIFICATIONS	FIRST YEAR	2-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-30 YEARS	31 + YEARS	TOTAL STAFF
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.00	0.00	1.00	3.50	15.00	45.45	29.42	94.37
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	1.00	12.00	9.00	22.00
DIRECTOR	1.00	2.82	5.38	13.55	24.83	52.83	15.12	115.53
SUPERVISOR/COORDINATOR	1.00	4.90	3.63	8.00	13.59	29.91	7.96	68.99
PRINCIPAL-ELEMENTARY	0.00	2.50	19.87	43.69	74.23	113.24	23.50	277.03
PRINCIPAL-SECONDARY	1.00	2.50	10.07	15.02	42.86	79.33	27.08	177.86
ASSISTANT PRINCIPAL	3.72	2.00	9.74	27.44	24.32	46.67	15.97	129.86
TEACHER-ELEMENTARY	334.86	1,251.20	1,209.34	1,134.92	1,108.50	1,048.59	185.83	6,273.24
TEACHER-SECONDARY	375.90	1,153.46	984.19	850.29	882.59	1,255.19	231.52	5,733.14
HEAD TEACHER	0.00	1.26	2.18	1.11	1.41	2.33	0.20	8.49
EDUCATION MEDIA GENERALIST	1.32	18.68	28.28	25.44	23.54	56.83	13.58	167.67
COUNSELOR	10.08	47.34	51.63	58.76	81.62	117.12	20.42	386.97
PSYCHOLOGICAL EXAMINER	3.00	0.50	2.00	2.98	1.00	1.00	0.00	10.48
SCHOOL PSYCHOLOGIST	4.00	10.61	16.44	21.75	13.52	24.54	5.41	96.27
SPEECH/LANGUAGE PATHOLOGIST	12.39	18.10	36.08	32.40	23.56	17.99	1.49	142.01
AUDIOLOGIST	0.00	1.80	0.00	1.80	2.00	1.00	0.00	6.60
SCHOOL SOCIAL WORKER	3.50	5.00	12.54	6.00	7.00	2.48	0.00	36.52
SCHOOL NURSE	5.50	11.27	14.37	11.40	6.00	2.37	0.67	51.58
OCCUPATIONAL/PHYSICAL THERAPIST	1.00	0.89	1.00	1.09	0.00	0.25	0.00	4.23
TOTALS	758.27	2,534.83	2,407.74	2,259.14	2,346.57	2,909.12	587.17	13,802.84
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	2.00	7.72	10.01	25.05	54.42	140.19	61.50	300.89
SCHOOL ADMINISTRATION	4.72	8.26	41.86	87.26	142.82	241.57	66.75	593.24
STUDENT SERVICES	40.79	114.19	162.34	161.62	158.24	223.58	41.57	902.33
INSTRUCTIONAL SERVICES	710.76	2,404.66	2,193.53	1,985.21	1,991.09	2,303.78	417.35	12,006.38

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

**AGE LEVELS OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY ***
1993-1994**

ACTIVITY CLASSIFICATIONS	Under 21 YEARS	21-25 YEARS	26-30 YEARS	31-35 YEARS	36-40 YEARS	41-45 YEARS	46-50 YEARS	51-55 YEARS	56-60 YEARS	Over 60 YEARS	TOTAL STAFF
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
19 ACTIVITY CLASSIFICATIONS											
SUPERINTENDENT	0.00	0.00	0.00	0.00	4.00	10.50	23.00	27.25	23.69	5.93	94.37
ASST. SUPERINTENDENT	0.00	0.00	0.00	0.00	0.00	2.00	5.00	8.00	3.00	4.00	22.00
DIRECTOR	0.00	0.00	1.64	3.90	12.91	24.06	32.91	26.58	10.27	3.26	115.53
SUPERVISOR/COORDINATOR	0.00	0.00	0.56	2.63	7.91	23.15	12.35	14.64	7.60	0.15	68.99
PRINCIPAL-ELEMENTARY	0.00	0.00	1.00	12.75	31.34	72.60	69.51	60.63	24.70	4.50	277.03
PRINCIPAL-SECONDARY	0.00	0.00	0.00	5.07	17.94	42.94	52.21	36.74	16.63	6.33	177.86
ASSISTANT PRINCIPAL	0.00	0.00	0.00	8.09	20.90	30.78	38.34	18.17	11.33	2.25	129.86
TEACHER-ELEMENTARY	1.00	271.26	572.26	686.03	1,004.57	1,528.46	1,074.26	605.94	382.03	147.43	6,273.24
TEACHER-SECONDARY	0.00	261.12	571.44	659.56	809.93	1,280.66	1,107.01	650.22	298.12	95.08	5,733.14
HEAD TEACHER	0.00	0.00	0.00	2.16	0.28	1.11	2.65	1.34	0.75	0.20	8.49
EDUCATION MEDIA GENERALIST	0.00	0.00	2.58	6.64	7.51	36.71	52.39	23.91	28.83	9.10	167.67
COUNSELOR	0.00	3.10	13.03	26.15	52.09	101.39	78.88	60.91	41.37	10.05	386.97
PSYCHOLOGICAL EXAMINER	0.00	0.00	0.00	2.50	0.00	4.98	2.00	0.00	0.00	1.00	10.48
SCHOOL PSYCHOLOGIST	0.00	0.33	7.33	4.60	11.64	22.62	19.90	15.32	10.12	4.41	96.27
SPEECH/LANGUAGE PATHOLOGIST	0.00	5.54	12.10	28.98	28.10	33.95	18.46	8.90	4.00	1.98	142.01
AUDIOLOGIST	0.00	0.00	0.00	1.00	0.00	3.60	2.00	0.00	0.00	0.00	6.60
SCHOOL SOCIAL WORKER	0.00	0.00	2.00	0.00	13.54	8.98	9.00	3.00	0.00	0.00	36.52
SCHOOL NURSE	0.00	0.00	1.00	2.17	9.27	15.40	12.00	7.70	3.00	1.04	51.58
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	0.09	1.09	2.80	0.09	0.16	0.00	0.00	0.00	4.23
TOTALS	1.00	541.35	1,185.03	1,453.32	2,034.73	3,243.98	2,612.03	1,569.25	865.44	296.71	13,802.84
4 ACTIVITY GROUPS											
DISTRICT ADMINISTRATION	0.00	0.00	2.20	6.53	24.82	59.71	73.26	76.47	44.56	13.34	300.89
SCHOOL ADMINISTRATION	0.00	0.00	1.00	28.07	70.46	147.43	162.71	116.88	53.41	13.28	593.24
STUDENT SERVICES	0.00	8.97	38.13	73.13	124.95	227.72	194.79	119.74	87.32	27.58	902.33
INSTRUCTIONAL SERVICES	1.00	532.38	1,143.70	1,345.59	1,814.50	2,809.12	2,181.27	1,256.16	680.15	242.51	12,006.38

NOTE: The median age group for all certified employees is 41-45 years.

**EDUCATION LEVELS OF CERTIFIED STAFF
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
*** STATEWIDE SUMMARY ***
1993-1994**

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	ASSOC. (b)	BA/BS (c)	MA/MS (d)	6-YEARS (e)	PhD/EdD (f)	OTHER (g)	TOTAL STAFF (h)
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	0.00	0.00	0.00	52.92	25.20	16.25	0.00	94.37
ASST. SUPERINTENDENT	0.00	0.00	0.00	10.00	5.00	7.00	0.00	22.00
DIRECTOR	0.00	0.00	19.85	71.94	5.87	16.87	1.00	115.53
SUPERVISOR/COORDINATOR	0.00	0.00	14.85	44.94	4.20	5.00	0.00	68.99
PRINCIPAL-ELEMENTARY	0.00	0.00	11.00	225.37	27.66	12.00	1.00	277.03
PRINCIPAL-SECONDARY	0.00	0.00	3.85	143.31	20.20	10.50	0.00	177.86
ASSISTANT PRINCIPAL	0.00	0.00	12.40	107.58	5.88	4.00	0.00	129.86
TEACHER-ELEMENTARY	0.00	0.58	5,061.88	1,193.83	12.70	4.25	0.00	6,273.24
TEACHER-SECONDARY	8.59	1.42	4,168.17	1,496.14	9.70	19.63	29.49	5,733.14
HEAD TEACHER	0.00	0.00	4.50	3.99	0.00	0.00	0.00	8.49
EDUCATION MEDIA GENERALIST	0.00	0.00	114.90	51.27	1.50	0.00	0.00	167.67
COUNSELOR	0.00	0.80	30.95	347.40	4.60	3.22	0.00	386.97
PSYCHOLOGICAL EXAMINER	0.00	0.00	1.88	7.75	0.85	0.00	0.00	10.48
SCHOOL PSYCHOLOGIST	0.00	0.00	1.00	63.44	18.93	11.90	1.00	96.27
SPEECH/LANGUAGE PATHOLOGIST	0.00	0.00	11.84	129.17	0.00	1.00	0.00	142.01
AUDIOLOGIST	0.00	0.00	0.00	6.60	0.00	0.00	0.00	6.60
SCHOOL SOCIAL WORKER	0.00	0.00	0.00	36.52	0.00	0.00	0.00	36.52
SCHOOL NURSE	0.00	6.40	27.51	10.10	0.00	0.00	7.57	51.58
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	3.23	1.00	0.00	0.00	0.00	4.23
TOTALS	8.59	9.20	9,487.81	4,003.27	142.29	111.62	40.06	13,802.84
PERCENTAGE	0.1%	0.1%	68.7%	29.0%	1.0%	0.8%	0.3%	100.0%
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	0.00	0.00	34.70	179.80	40.27	45.12	1.00	300.89
SCHOOL ADMINISTRATION	0.00	0.00	31.75	480.25	53.74	26.50	1.00	593.24
STUDENT SERVICES	0.00	7.20	191.31	653.25	25.88	16.12	8.57	902.33
INSTRUCTIONAL SERVICES	8.59	2.00	9,230.05	2,689.97	22.40	23.88	29.49	12,006.38

NOTE: Most of the personnel holding less than a bachelor's or other degrees are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE
IN
19 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS
***** STATEWIDE SUMMARY *****
1993-1994

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	ALBERTSON COLLEGE (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON- IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
19 ACTIVITY CLASSIFICATIONS								
SUPERINTENDENT	1.50	17.00	3.00	26.50	1.00	45.40	94.40	51.91%
ASST. SUPERINTENDENT	1.00	2.00	3.00	4.00	0.00	12.00	22.00	45.45%
DIRECTOR	7.90	16.30	9.70	20.80	4.80	56.00	115.50	51.52%
SUPERVISOR/COORDINATOR	7.80	13.70	2.00	18.50	0.30	26.60	68.90	61.39%
PRINCIPAL-ELEMENTARY	27.50	56.90	27.70	56.00	4.00	104.90	277.00	62.13%
PRINCIPAL-SECONDARY	5.50	35.00	28.00	46.10	3.00	60.20	177.80	66.14%
ASSISTANT PRINCIPAL	7.00	22.20	20.20	29.50	1.10	49.80	129.80	61.63%
TEACHER-ELEMENTARY	1,118.40	1,029.50	207.90	775.70	441.90	2,699.90	6,273.30	56.96%
TEACHER-SECONDARY	799.70	925.80	171.60	962.20	306.40	2,567.50	5,733.20	55.22%
HEAD TEACHER	1.00	0.40	0.20	2.70	0.00	4.20	8.50	50.59%
EDUCATION MEDIA GENERALIST	17.90	28.30	4.90	25.20	9.60	81.80	167.70	51.22%
COUNSELOR	13.00	57.50	102.70	75.90	5.00	132.90	387.00	65.66%
PSYCHOLOGICAL EXAMINER	0.00	5.70	0.00	1.00	0.00	3.80	10.50	63.81%
SCHOOL PSYCHOLOGIST	0.00	20.50	5.80	19.50	1.00	49.50	96.30	48.60%
SPEECH/LANGUAGE PATHOLOGIST	2.50	50.40	1.00	0.00	5.20	82.90	142.00	41.62%
AUDIOLOGIST	0.00	2.80	0.00	0.80	0.00	3.00	6.60	54.55%
SCHOOL SOCIAL WORKER	2.00	0.00	0.00	0.00	0.00	34.50	36.50	5.48%
SCHOOL NURSE	9.50	4.60	2.50	6.00	2.40	26.60	51.60	48.45%
OCCUPATIONAL/PHYSICAL THERAPIST	0.00	0.00	0.00	0.00	1.30	3.00	4.30	30.23%
TOTALS	2,022.2	2,288.6	590.2	2,070.4	787.0	6,044.5	13,802.9	56.21%
PERCENTAGE	14.65%	16.58%	4.28%	15.00%	5.70%	43.79%	100.00%	
4 ACTIVITY GROUPS								
DISTRICT ADMINISTRATION	18.20	49.00	17.70	69.80	6.10	140.00	300.80	53.46%
SCHOOL ADMINISTRATION	41.00	114.50	76.10	134.30	8.10	219.10	593.10	63.06%
STUDENT SERVICES	44.90	169.80	116.90	128.40	24.50	418.00	902.50	53.68%
INSTRUCTIONAL SERVICES	1,918.10	1,955.30	379.50	1,737.90	748.30	5,267.40	12,006.50	56.13%

ETHNIC CATEGORIES OF CERTIFIED STAFF

STATEWIDE SUMMARY

1993-1994

Numbers Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
	MEN (b)	WOMEN (c)	MEN (d)	WOMEN (e)	MEN (f)	WOMEN (g)	MEN (h)	WOMEN (i)	MEN (j)	WOMEN (k)
19 ACTIVITY CLASSIFICATIONS										
SUPERINTENDENT	100	6	0	0	1	0	0	0	0	0
ASST. SUPERINTENDENT	19	3	0	0	0	0	0	0	0	0
DIRECTOR	127	56	0	0	1	1	0	0	0	1
SUPERVISOR/COORDINATOR	62	35	0	0	1	1	0	0	0	0
PRINCIPAL-ELEMENTARY	178	112	0	0	2	1	1	1	1	0
PRINCIPAL-SECONDARY	166	23	0	0	0	0	1	0	2	0
ASSISTANT PRINCIPAL	113	31	1	0	3	0	1	0	1	2
TEACHER-ELEMENTARY	885	5,754	0	3	8	51	7	41	2	12
TEACHER-SECONDARY	3,074	3,203	0	4	17	23	20	14	8	8
HEAD TEACHER	5	15	0	0	0	0	0	0	0	0
EDUCATION MEDIA GENERALIST	34	167	0	0	0	0	0	0	0	0
COUNSELOR	185	239	0	0	1	0	0	1	2	1
PSYCHOLOGICAL EXAMINER	5	7	0	0	0	0	0	0	0	0
SCHOOL PSYCHOLOGIST	62	46	0	0	0	0	0	0	0	0
SPEECH/LANGUAGE PATHOLOGIST	13	144	0	0	0	0	0	1	0	0
AUDIOLOGIST	3	4	0	0	0	0	0	0	0	0
SCHOOL SOCIAL WORKER	16	22	0	0	1	0	0	0	0	0
SCHOOL NURSE	0	53	0	0	0	2	0	2	0	0
OCCUPATIONAL/PHYSICAL THERAPIST	2	5	0	0	0	0	0	1	0	0
TOTALS	5,049	9,925	1	7	35	79	30	61	16	24
4 ACTIVITY GROUPS										
DISTRICT ADMINISTRATION	308	100	0	0	3	2	0	0	0	1
SCHOOL ADMINISTRATION	462	181	1	0	5	1	3	1	4	2
STUDENT SERVICES	320	687	0	0	2	2	0	5	2	1
INSTRUCTIONAL SERVICES	3,959	8,957	0	7	25	74	27	55	10	20

CERTIFIED STAFF TURNOVER
FOR
FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS
1993-1994

Numbers Based on Actual Employee Count

DISTRICTS WITH (a)	NUMBER AND % ALL REASONS COMBINED					
	TOTAL NUMBER (d)+(f) (b)	PERCENT (b)/Sum of (b) (c)	MEN NUMBER (d)	PERCENT (d)/(b) (e)	WOMEN NUMBER (f)	PERCENT (f)/(b) (g)
5000 + STUDENTS	535	42.5%	157	29.3%	378	70.7%
2500-4999 STUDENTS	240	19.1%	89	37.1%	151	62.9%
1000-2499 STUDENTS	232	18.4%	89	38.4%	143	61.6%
500-999 STUDENTS	123	9.8%	50	40.7%	73	59.3%
1-499 STUDENTS	128	10.2%	52	40.6%	76	59.4%
TOTALS	1,258	100.0%	437	34.7%	821	65.3%

DISTRICTS WITH	LEAVING TO WORK IN OTHER IDAHO DISTRICT		LEAVING TO WORK IN OUT-OF STATE SCHOOL		LEAVING EDUCATION PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE		LEAVING DUE TO RETIREMENT		LEAVING DEATH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	79	14.8%	55	10.3%	128	23.9%	8	1.5%	26	4.9%	76	14.2%	7	1.3%
2500-4999 STUDENTS	52	21.7%	36	15.0%	37	15.4%	3	1.3%	19	7.9%	35	14.6%	1	0.4%
1000-2499 STUDENTS	66	28.4%	43	18.5%	25	10.8%	6	2.6%	7	3.0%	31	13.4%	3	1.3%
500-999 STUDENTS	39	31.7%	15	12.2%	10	8.1%	5	4.1%	6	4.9%	16	13.0%	0	0.0%
1-499 STUDENTS	29	22.7%	20	15.6%	13	10.2%	6	4.7%	5	3.9%	15	11.7%	2	1.6%

STATEWIDE	265	21.1%	169	13.4%	213	16.9%	28	2.2%	63	5.0%	173	13.8%	13	1.0%
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DISTRICTS WITH	PERSONAL REASONS		INVOLUNTARY TERMINATION		LEAVE OF ABSENCE		REDUCTION IN FORCE		PARENTAL/FAMILY OBLIGATION		SERVICE IN FOREIGN COUNTRY		TOTALS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	57	10.7%	23	4.3%	66	12.3%	3	0.6%	7	1.3%	0	0.0%	535	100.0%
2500-4999 STUDENTS	21	8.8%	2	0.8%	30	12.5%	4	1.7%	0	0.0%	0	0.0%	240	100.0%
1000-2499 STUDENTS	20	8.6%	8	3.4%	20	8.6%	1	0.4%	2	0.9%	0	0.0%	232	100.0%
500-999 STUDENTS	12	9.8%	7	5.7%	9	7.3%	3	2.4%	1	0.8%	0	0.0%	123	100.0%
1-499 STUDENTS	19	14.8%	12	9.4%	4	3.1%	2	1.6%	1	0.8%	0	0.0%	128	100.0%

STATEWIDE	129	10.3%	52	4.1%	129	10.3%	13	1.0%	11	0.9%	0	0.0%	1,258	100.0%
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**NONCERTIFIED
STAFF
TABLES**

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994**

***** STATEWIDE SUMMARY *****

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	20	30	50	18.65	26.18	44.83
CLERK - BOARD OF TRUSTEES	5	66	71	1.53	47.24	48.77
OFFICE CLERICAL - DISTRICT	7	336	343	6.67	285.77	292.44
OFFICE CLERICAL - BUILDING	1	845	846	0.79	595.98	596.77
PERSONNEL SERVICES	4	59	63	3.40	41.09	44.49
PUBLIC INFORMATION	2	4	6	2.00	0.79	2.79
CUSTODIAN SUPERVISOR	48	5	53	46.98	5.00	51.98
JANITOR, CUSTODIAN	876	481	1,357	795.62	348.04	1,143.66
FOOD SERVICE - SUPERVISOR	2	84	86	1.69	59.03	60.72
FOOD SERVICE - MANAGER	3	301	304	1.99	171.68	173.67
FOOD SERVICE - COOK	6	938	944	2.61	444.92	447.53
FOOD SERVICE - OTHER	31	464	495	15.65	171.77	187.42
MAINTENANCE SUPERVISOR	90	1	91	84.27	0.96	85.23
MAINTENANCE WORKER	298	11	309	278.11	5.35	283.46
INSTRUCTIONAL ASSISTANT - REGULAR ED	78	2,042	2,120	35.48	1,031.06	1,066.54
INSTRUCTIONAL ASSISTANT - SPECIAL ED	50	1,130	1,180	26.52	616.42	642.94
RELATED SERVICES ASSISTANT, SPECIAL ED	1	34	35	0.55	18.07	18.62
INTERPRETER - HEARING IMPAIRED	3	42	45	1.66	22.87	24.53
LIBRARY ASSISTANT	1	321	322	0.73	176.02	176.75
TRANSPORTATION SUPERVISOR	68	5	73	54.67	2.76	57.43
TRANSPORTATION DISPATCHER/SECRETARY	0	20	20	0.00	15.26	15.26
TRANSPORTATION - SCHOOL BUS MECHANIC	70	0	70	62.67	0.00	62.67
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	2	4	1.62	1.42	3.04
VEHICLE OPERATOR	483	841	1,324	150.35	289.13	439.48
TRANSPORTATION - SCHOOL BUS ATTENDANT	3	54	57	0.79	14.60	15.39
ATTENDANCE OFFICER	4	15	19	2.58	10.18	12.76
SPECIAL PROJECT PERSONNEL	12	82	94	7.88	41.68	49.56
OTHER NONCERTIFIED	107	270	377	53.22	68.04	121.26
DATA PROCESSING SERVICES	4	6	10	3.90	5.68	9.58
TOTALS	2,279	8,489	10,768	1,662.58	4,516.99	6,179.57

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$21.32	\$14.67	\$17.33	\$42,293	\$25,944	\$32,484	\$1,624,197
CLERK - BOARD OF TRUSTEES	12.95	12.31	12.35	7,492	16,510	15,875	1,127,134
OFFICE CLERICAL - DISTRICT	10.41	9.31	9.33	20,530	16,757	16,834	5,773,981
OFFICE CLERICAL - BUILDING	10.15	8.25	8.25	16,646	12,246	12,252	10,364,775
PERSONNEL SERVICES	22.58	9.34	10.18	42,706	14,039	15,859	999,098
PUBLIC INFORMATION	15.71	10.80	12.43	32,667	3,423	13,171	79,026
CUSTODIAN SUPERVISOR	9.45	9.91	9.49	19,252	20,621	19,381	1,027,187
JANITOR, CUSTODIAN	8.00	7.36	7.78	15,022	11,177	13,659	18,535,705
FOOD SERVICE - SUPERVISOR	15.39	10.24	10.36	27,327	15,461	15,737	1,353,384
FOOD SERVICE - MANAGER	7.89	8.20	8.20	11,493	9,803	9,820	2,985,210
FOOD SERVICE - COOK	7.21	6.75	6.75	5,534	6,737	6,729	6,352,344
FOOD SERVICE - OTHER	6.82	6.32	6.35	7,712	5,062	5,228	2,587,677
MAINTENANCE SUPERVISOR	13.16	8.00	13.10	25,264	16,000	25,162	2,289,715
MAINTENANCE WORKER	10.04	6.54	9.92	19,441	7,044	19,000	5,871,018
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.31	6.66	6.65	6,028	6,915	6,882	14,589,646
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.49	6.58	6.58	7,100	7,464	7,449	8,789,531
RELATED SERVICES ASSISTANT, SPECIAL ED	10.83	7.43	7.53	12,346	8,448	8,559	299,569
INTERPRETER - HEARING IMPAIRED	8.12	8.37	8.36	9,411	9,368	9,371	421,683
LIBRARY ASSISTANT	9.62	7.14	7.15	14,622	8,264	8,283	2,667,260
TRANSPORTATION SUPERVISOR	13.16	7.88	12.80	22,865	10,463	22,015	1,607,103
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.69	7.69	0	12,525	12,525	250,507
TRANSPORTATION - SCHOOL BUS MECHANIC	10.97	0.00	10.97	19,889	0	19,889	1,392,211
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	8.81	8.61	8.71	14,801	12,692	13,747	54,986
VEHICLE OPERATOR	9.09	8.91	8.98	5,853	6,392	6,195	8,202,251
TRANSPORTATION - SCHOOL BUS ATTENDANT	6.67	6.09	6.12	3,841	3,796	3,798	216,501
ATTENDANCE OFFICER	14.75	7.94	9.37	20,375	11,339	13,241	251,582
SPECIAL PROJECT PERSONNEL	12.55	10.17	10.47	17,169	10,854	11,660	1,096,027
OTHER NONCERTIFIED	9.41	8.14	8.50	11,770	5,513	7,289	2,747,813
DATA PROCESSING SERVICES	14.88	12.18	13.26	29,767	23,883	26,237	262,366
TOTALS	\$9.16	\$7.47	\$7.83	\$14,109	\$8,442	\$9,641	\$103,819,487 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	5	4	9	4.92	3.55	8.47
CLERK - BOARD OF TRUSTEES	0	5	5	0.00	4.82	4.82
OFFICE CLERICAL - DISTRICT	6	176	182	5.73	153.22	158.95
OFFICE CLERICAL - BUILDING	0	401	401	0.00	289.59	289.59
PERSONNEL SERVICES	4	23	27	3.40	18.76	22.16
PUBLIC INFORMATION	1	3	4	1.00	0.62	1.62
CUSTODIAN SUPERVISOR	20	2	22	19.68	2.00	21.68
JANITOR, CUSTODIAN	487	150	637	459.92	134.07	593.99
FOOD SERVICE - SUPERVISOR	1	13	14	0.88	11.60	12.48
FOOD SERVICE - MANAGER	2	160	162	1.61	90.44	92.05
FOOD SERVICE - COOK	4	327	331	2.22	156.56	158.78
FOOD SERVICE - OTHER	17	286	303	10.90	122.53	133.43
MAINTENANCE SUPERVISOR	19	0	19	18.34	0.00	18.34
MAINTENANCE WORKER	181	4	185	172.26	2.74	175.00
INSTRUCTIONAL ASSISTANT - REGULAR ED	40	806	846	22.67	420.81	443.48
INSTRUCTIONAL ASSISTANT - SPECIAL ED	32	594	626	16.69	327.72	344.41
RELATED SERVICES ASSISTANT, SPECIAL ED	0	9	9	0.00	5.92	5.92
INTERPRETER - HEARING IMPAIRED	1	19	20	0.65	10.87	11.52
LIBRARY ASSISTANT	0	166	166	0.00	96.56	96.56
TRANSPORTATION SUPERVISOR	9	0	9	8.23	0.00	8.23
TRANSPORTATION DISPATCHER/SECRETARY	0	10	10	0.00	8.65	8.65
TRANSPORTATION - SCHOOL BUS MECHANIC	31	0	31	30.08	0.00	30.08
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	2	1	3	1.62	0.81	2.43
VEHICLE OPERATOR	187	320	507	58.92	113.62	172.54
TRANSPORTATION - SCHOOL BUS ATTENDANT	2	30	32	0.45	7.77	8.22
ATTENDANCE OFFICER	1	7	8	0.74	5.34	6.08
SPECIAL PROJECT PERSONNEL	5	29	34	3.62	16.31	19.93
OTHER NONCERTIFIED	56	161	217	38.78	38.59	77.37
DATA PROCESSING SERVICES	4	6	10	3.90	5.68	9.58
TOTALS	1,117	3,712	4,829	887.21	2,049.15	2,936.36

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$27.58	\$25.32	\$26.58	\$56,416	\$44,239	\$51,004	\$459,033
CLERK - BOARD OF TRUSTEES	0.00	12.40	12.40	0	24,773	24,773	123,866
OFFICE CLERICAL - DISTRICT	8.73	9.34	9.32	17,268	17,211	17,213	3,132,723
OFFICE CLERICAL - BUILDING	0.00	8.49	8.49	0	12,850	12,850	5,152,663
PERSONNEL SERVICES	22.58	10.46	12.26	42,706	18,468	22,058	595,575
PUBLIC INFORMATION	15.17	12.42	13.11	31,554	3,872	10,793	43,171
CUSTODIAN SUPERVISOR	9.45	9.64	9.47	19,361	20,041	19,423	427,305
JANITOR, CUSTODIAN	7.74	7.43	7.67	15,359	13,851	15,004	9,557,650
FOOD SERVICE - SUPERVISOR	18.40	14.65	14.92	33,856	27,326	27,793	389,095
FOOD SERVICE - MANAGER	8.34	8.49	8.48	14,510	10,083	10,137	1,642,239
FOOD SERVICE - COOK	7.45	6.89	6.90	6,855	6,820	6,820	2,257,400
FOOD SERVICE - OTHER	6.81	6.69	6.69	9,831	6,104	6,313	1,912,823
MAINTENANCE SUPERVISOR	17.26	0.00	17.26	34,588	0	34,588	657,169
MAINTENANCE WORKER	10.01	8.09	9.96	19,951	11,429	19,767	3,656,826
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.19	6.66	6.63	7,363	7,274	7,279	6,157,658
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.80	6.70	6.71	7,251	7,651	7,630	4,776,550
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	9.38	9.38	0	12,891	12,891	116,018
INTERPRETER - HEARING IMPAIRED	10.10	9.06	9.11	13,635	10,709	10,855	217,097
LIBRARY ASSISTANT	0.00	7.52	7.52	0	9,204	9,204	1,527,864
TRANSPORTATION SUPERVISOR	16.83	0.00	16.83	31,861	0	31,861	286,752
TRANSPORTATION DISPATCHER/SECRETARY	0.00	8.09	8.09	0	14,759	14,759	147,586
TRANSPORTATION - SCHOOL BUS MECHANIC	10.32	0.00	10.32	20,926	0	20,926	648,714
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	8.81	8.78	8.80	14,801	14,750	14,784	44,352
VEHICLE OPERATOR	8.10	8.17	8.15	5,527	6,248	5,982	3,032,965
TRANSPORTATION - SCHOOL BUS ATTENDANT	6.19	6.13	6.13	3,084	3,811	3,765	120,491
ATTENDANCE OFFICER	26.76	8.25	10.56	41,144	13,090	16,597	132,776
SPECIAL PROJECT PERSONNEL	14.58	14.21	14.27	21,325	16,581	17,278	587,467
OTHER NONCERTIFIED	10.86	8.21	8.89	17,273	5,711	8,695	1,886,817
DATA PROCESSING SERVICES	14.88	12.18	13.26	29,767	23,883	26,237	262,366
TOTALS	\$8.80	\$7.54	\$7.83	\$15,005	\$8,942	\$10,344	\$49,953,011 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994
SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	10	1	11	9.83	1.00	10.83
CLERK - BOARD OF TRUSTEES	0	3	3	0.00	2.82	2.82
OFFICE CLERICAL - DISTRICT	1	67	68	0.94	59.93	60.87
OFFICE CLERICAL - BUILDING	1	187	188	0.79	130.07	130.86
PERSONNEL SERVICES	0	16	16	0.00	10.84	10.84
PUBLIC INFORMATION	1	0	1	1.00	0.00	1.00
CUSTODIAN SUPERVISOR	7	1	8	6.50	1.00	7.50
JANITOR, CUSTODIAN	169	122	291	146.81	80.95	227.76
FOOD SERVICE - SUPERVISOR	0	13	13	0.00	10.28	10.28
FOOD SERVICE - MANAGER	0	56	56	0.00	32.77	32.77
FOOD SERVICE - COOK	2	290	292	0.39	131.82	132.21
FOOD SERVICE - OTHER	7	68	75	2.21	19.66	21.87
MAINTENANCE SUPERVISOR	15	0	15	15.00	0.00	15.00
MAINTENANCE WORKER	63	1	64	61.76	0.75	62.51
INSTRUCTIONAL ASSISTANT - REGULAR ED	19	498	517	5.62	235.19	240.81
INSTRUCTIONAL ASSISTANT - SPECIAL ED	11	232	243	6.83	129.60	136.43
RELATED SERVICES ASSISTANT, SPECIAL ED	0	8	8	0.00	4.17	4.17
INTERPRETER - HEARING IMPAIRED	1	10	11	0.62	4.90	5.52
LIBRARY ASSISTANT	0	62	62	0.00	34.15	34.15
TRANSPORTATION SUPERVISOR	7	1	8	7.00	1.00	8.00
TRANSPORTATION DISPATCHER/SECRETARY	0	3	3	0.00	2.81	2.81
TRANSPORTATION - SCHOOL BUS MECHANIC	14	0	14	13.09	0.00	13.09
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	72	178	250	25.62	68.38	94.00
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	7	7	0.00	2.98	2.98
ATTENDANCE OFFICER	0	4	4	0.00	2.85	2.85
SPECIAL PROJECT PERSONNEL	5	23	28	3.90	11.89	15.79
OTHER NONCERTIFIED	9	29	38	6.75	15.18	21.93
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	414	1,880	2,294	314.66	994.99	1,309.65

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$21.91	\$27.66	\$22.43	\$44,637	\$57,533	\$45,809	\$503,902
CLERK - BOARD OF TRUSTEES	0.00	11.76	11.76	0	22,767	22,767	68,301
OFFICE CLERICAL - DISTRICT	20.46	9.48	9.65	40,102	17,854	18,181	1,236,308
OFFICE CLERICAL - BUILDING	10.15	8.17	8.18	16,646	12,090	12,114	2,277,391
PERSONNEL SERVICES	0.00	8.40	8.40	0	12,094	12,094	193,504
PUBLIC INFORMATION	16.24	0.00	16.24	33,779	0	33,779	33,779
CUSTODIAN SUPERVISOR	9.88	11.80	10.12	19,203	24,544	19,871	158,964
JANITOR, CUSTODIAN	8.16	7.42	7.85	14,658	10,818	13,048	3,797,057
FOOD SERVICE - SUPERVISOR	0.00	10.18	10.18	0	17,082	17,082	222,066
FOOD SERVICE - MANAGER	0.00	8.11	8.11	0	9,948	9,948	557,111
FOOD SERVICE - COOK	6.72	6.83	6.83	2,892	6,652	6,627	1,934,974
FOOD SERVICE - OTHER	6.62	5.63	5.72	4,565	3,478	3,580	268,489
MAINTENANCE SUPERVISOR	13.74	0.00	13.74	28,569	0	28,569	428,540
MAINTENANCE WORKER	10.90	6.35	10.83	21,835	9,906	21,649	1,385,532
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.44	6.75	6.74	4,020	6,407	6,319	3,266,951
INSTRUCTIONAL ASSISTANT - SPECIAL ED	6.11	6.63	6.61	7,874	7,706	7,713	1,874,297
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	7.91	7.91	0	8,434	8,434	67,471
INTERPRETER - HEARING IMPAIRED	6.35	7.27	7.18	8,230	7,426	7,499	82,491
LIBRARY ASSISTANT	0.00	6.99	6.99	0	8,133	8,133	504,228
TRANSPORTATION SUPERVISOR	14.50	13.32	14.35	30,160	27,706	29,853	238,827
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.58	7.58	0	14,926	14,926	44,778
TRANSPORTATION - SCHOOL BUS MECHANIC	11.01	0.00	11.01	22,050	0	22,050	308,695
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	8.79	9.37	9.20	6,527	7,503	7,222	1,805,458
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	6.78	6.78	0	6,055	6,055	42,383
ATTENDANCE OFFICER	0.00	8.04	8.04	0	11,973	11,973	47,891
SPECIAL PROJECT PERSONNEL	11.16	6.69	7.49	18,346	7,442	9,389	262,887
OTHER NONCERTIFIED	10.68	10.65	10.66	18,072	12,201	13,592	516,480
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.43	\$7.42	\$7.78	\$15,473	\$8,363	\$9,646	\$22,128,755 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	(a)	(b)	(c)	(d)	(e)	(f)
BUSINESS MANAGER	3	9	12	2.49	8.50	10.99
CLERK - BOARD OF TRUSTEES	0	18	18	0.00	12.41	12.41
OFFICE CLERICAL - DISTRICT	0	49	49	0.00	40.32	40.32
OFFICE CLERICAL - BUILDING	0	161	161	0.00	114.26	114.26
PERSONNEL SERVICES	0	9	9	0.00	5.25	5.25
PUBLIC INFORMATION	0	1	1	0.00	0.17	0.17
CUSTODIAN SUPERVISOR	14	1	15	13.88	1.00	14.88
JANITOR, CUSTODIAN	140	106	246	121.05	71.77	192.82
FOOD SERVICE - SUPERVISOR	1	26	27	0.81	18.51	19.32
FOOD SERVICE - MANAGER	1	56	57	0.38	31.35	31.73
FOOD SERVICE - COOK	0	194	194	0.00	95.04	95.04
FOOD SERVICE - OTHER	6	46	52	2.17	11.55	13.72
MAINTENANCE SUPERVISOR	29	0	29	26.16	0.00	26.16
MAINTENANCE WORKER	30	1	31	25.86	0.17	26.03
INSTRUCTIONAL ASSISTANT - REGULAR ED	11	414	425	4.24	213.93	218.17
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5	162	167	2.31	91.28	93.59
RELATED SERVICES ASSISTANT, SPECIAL ED	0	11	11	0.00	5.90	5.90
INTERPRETER - HEARING IMPAIRED	0	10	10	0.00	5.90	5.90
LIBRARY ASSISTANT	0	50	50	0.00	26.37	26.37
TRANSPORTATION SUPERVISOR	21	0	21	19.41	0.00	19.41
TRANSPORTATION DISPATCHER/SECRETARY	0	6	6	0.00	3.28	3.28
TRANSPORTATION - SCHOOL BUS MECHANIC	16	0	16	14.30	0.00	14.30
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	126	174	300	39.25	58.92	98.17
TRANSPORTATION - SCHOOL BUS ATTENDANT	1	8	9	0.34	2.34	2.68
ATTENDANCE OFFICER	3	4	7	1.84	1.99	3.83
SPECIAL PROJECT PERSONNEL	2	10	12	0.36	5.87	6.23
OTHER NONCERTIFIED	19	31	50	5.55	5.94	11.49
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	428	1,557	1,985	280.40	832.02	1,112.42

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l)
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
	(g)	(h)	(i)	(j)	(k)	(l)	(m)
BUSINESS MANAGER	\$15.18	\$13.02	\$13.56	\$27,475	\$25,386	\$25,909	\$310,902
CLERK - BOARD OF TRUSTEES	0.00	15.20	15.20	0	18,258	18,258	328,644
OFFICE CLERICAL - DISTRICT	0.00	9.56	9.56	0	16,844	16,844	825,346
OFFICE CLERICAL - BUILDING	0.00	8.09	8.09	0	12,147	12,147	1,955,626
PERSONNEL SERVICES	0.00	8.89	8.89	0	10,908	10,908	98,175
PUBLIC INFORMATION	0.00	5.93	5.93	0	2,076	2,076	2,076
CUSTODIAN SUPERVISOR	9.21	7.63	9.11	18,986	15,870	18,779	281,680
JANITOR, CUSTODIAN	8.55	7.54	8.11	14,823	10,280	12,866	3,164,986
FOOD SERVICE - SUPERVISOR	12.38	10.32	10.40	20,798	15,107	15,318	413,583
FOOD SERVICE - MANAGER	7.00	7.62	7.60	5,460	8,886	8,826	503,063
FOOD SERVICE - COOK	0.00	6.49	6.49	0	6,723	6,723	1,304,201
FOOD SERVICE - OTHER	7.35	5.55	5.75	5,991	2,982	3,329	173,133
MAINTENANCE SUPERVISOR	12.34	0.00	12.34	22,435	0	22,435	650,606
MAINTENANCE WORKER	8.88	5.10	8.76	15,521	1,836	15,079	467,459
INSTRUCTIONAL ASSISTANT - REGULAR ED	6.37	6.65	6.64	5,205	7,061	7,013	2,980,640
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.75	6.49	6.47	5,705	7,637	7,579	1,265,757
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	6.46	6.46	0	7,122	7,122	78,347
INTERPRETER - HEARING IMPAIRED	0.00	8.49	8.49	0	9,692	9,692	96,923
LIBRARY ASSISTANT	0.00	6.65	6.65	0	7,246	7,246	362,319
TRANSPORTATION SUPERVISOR	13.25	0.00	13.25	25,529	0	25,529	536,101
TRANSPORTATION DISPATCHER/SECRETARY	0.00	7.62	7.62	0	8,873	8,873	53,240
TRANSPORTATION - SCHOOL BUS MECHANIC	11.77	0.00	11.77	19,913	0	19,913	318,604
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.95	9.14	9.48	6,160	6,290	6,235	1,870,592
TRANSPORTATION - SCHOOL BUS ATTENDANT	7.65	5.37	5.63	5,355	3,424	3,639	32,750
ATTENDANCE OFFICER	10.74	7.31	8.78	13,451	7,640	10,131	70,915
SPECIAL PROJECT PERSONNEL	10.93	10.07	10.21	3,837	11,675	10,368	124,420
OTHER NONCERTIFIED	7.98	7.36	7.60	5,305	3,016	3,886	194,300
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.56	\$7.45	\$7.90	\$12,787	\$8,344	\$9,302	\$18,464,388 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

* Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994
SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	2	8	10	1.41	6.58	7.99
CLERK - BOARD OF TRUSTEES	3	14	17	0.97	7.96	8.93
OFFICE CLERICAL - DISTRICT	0	21	21	0.00	14.45	14.45
OFFICE CLERICAL - BUILDING	0	61	61	0.00	40.37	40.37
PERSONNEL SERVICES	0	8	8	0.00	4.54	4.54
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	2	1	3	2.00	1.00	3.00
JANITOR, CUSTODIAN	43	65	108	37.30	38.70	76.00
FOOD SERVICE - SUPERVISOR	0	17	17	0.00	10.21	10.21
FOOD SERVICE - MANAGER	0	16	16	0.00	8.96	8.96
FOOD SERVICE - COOK	0	87	87	0.00	42.34	42.34
FOOD SERVICE - OTHER	0	34	34	0.00	9.22	9.22
MAINTENANCE SUPERVISOR	16	0	16	15.38	0.00	15.38
MAINTENANCE WORKER	19	2	21	14.58	0.83	15.41
INSTRUCTIONAL ASSISTANT - REGULAR ED	5	192	197	2.02	101.94	103.96
INSTRUCTIONAL ASSISTANT - SPECIAL ED	2	85	87	0.69	41.35	42.04
RELATED SERVICES ASSISTANT, SPECIAL ED	1	2	3	0.55	0.48	1.03
INTERPRETER - HEARING IMPAIRED	1	2	3	0.39	0.64	1.03
LIBRARY ASSISTANT	1	27	28	0.73	12.01	12.74
TRANSPORTATION SUPERVISOR	17	2	19	13.86	1.26	15.12
TRANSPORTATION DISPATCHER/SECRETARY	0	1	1	0.00	0.52	0.52
TRANSPORTATION - SCHOOL BUS MECHANIC	5	0	5	3.71	0.00	3.71
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	1	1	0.00	0.61	0.61
VEHICLE OPERATOR	47	118	165	12.65	34.06	46.71
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	7	7	0.00	1.08	1.08
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	0	7	7	0.00	3.23	3.23
OTHER NONCERTIFIED	14	34	48	1.49	5.84	7.33
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	178	812	990	107.73	388.18	495.91

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l) (m)
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$11.90	\$11.93	\$11.93	\$17,498	\$20,065	\$19,552	\$195,517
CLERK - BOARD OF TRUSTEES	13.00	12.37	12.48	9,165	12,893	12,235	207,993
OFFICE CLERICAL - DISTRICT	0.00	9.10	9.10	0	13,559	13,559	284,746
OFFICE CLERICAL - BUILDING	0.00	7.72	7.72	0	10,636	10,636	648,805
PERSONNEL SERVICES	0.00	8.63	8.63	0	9,934	9,934	79,468
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.31	10.87	9.83	19,355	22,610	20,440	61,319
JANITOR, CUSTODIAN	7.86	7.07	7.38	13,708	8,813	10,762	1,162,317
FOOD SERVICE - SUPERVISOR	0.00	8.64	8.64	0	10,924	10,924	185,707
FOOD SERVICE - MANAGER	0.00	7.95	7.95	0	9,384	9,384	150,142
FOOD SERVICE - COOK	0.00	6.51	6.51	0	6,715	6,715	584,165
FOOD SERVICE - OTHER	0.00	5.96	5.96	0	3,442	3,442	117,020
MAINTENANCE SUPERVISOR	11.07	0.00	11.07	22,052	0	22,052	352,837
MAINTENANCE WORKER	9.23	5.38	8.86	14,066	4,738	13,178	276,739
INSTRUCTIONAL ASSISTANT - REGULAR ED	5.87	6.60	6.58	5,045	7,083	7,031	1,385,202
INSTRUCTIONAL ASSISTANT - SPECIAL ED	5.42	6.01	5.99	3,906	6,125	6,074	528,422
RELATED SERVICES ASSISTANT, SPECIAL ED	10.83	4.92	6.89	12,346	2,454	5,751	17,254
INTERPRETER - HEARING IMPAIRED	7.91	7.00	7.30	6,368	4,716	5,267	15,800
LIBRARY ASSISTANT	9.62	6.57	6.68	14,622	6,197	6,498	181,930
TRANSPORTATION SUPERVISOR	12.92	7.00	12.29	22,421	7,743	20,876	396,638
TRANSPORTATION DISPATCHER/SECRETARY	0.00	4.54	4.54	0	4,903	4,903	4,903
TRANSPORTATION - SCHOOL BUS MECHANIC	11.24	0.00	11.24	17,267	0	17,267	86,335
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	8.44	8.44	0	10,634	10,634	10,634
VEHICLE OPERATOR	10.59	9.73	9.97	5,810	5,765	5,778	953,352
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	5.29	5.29	0	1,845	1,845	12,917
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	0.00	8.90	8.90	0	8,066	8,066	56,461
OTHER NONCERTIFIED	6.77	7.19	7.07	1,485	2,590	2,268	108,868
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.60	\$7.42	\$7.81	\$12,014	\$7,299	\$8,147	\$8,065,491 **

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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** "Statewide" Total Salaries is the sum of column (m).

**ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE
1993-1994
SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS**

ACTIVITY	EMPLOYEES			F.T.E. *		
	MEN (a)	WOMEN (b)	TOTAL (c)	MEN (d)	WOMEN (e)	TOTAL (f)
BUSINESS MANAGER	0	8	8	0.00	6.55	6.55
CLERK - BOARD OF TRUSTEES	2	26	28	0.56	19.23	19.79
OFFICE CLERICAL - DISTRICT	0	23	23	0.00	17.85	17.85
OFFICE CLERICAL - BUILDING	0	35	35	0.00	21.69	21.69
PERSONNEL SERVICES	0	3	3	0.00	1.70	1.70
PUBLIC INFORMATION	0	0	0	0.00	0.00	0.00
CUSTODIAN SUPERVISOR	5	0	5	4.92	0.00	4.92
JANITOR, CUSTODIAN	37	38	75	30.54	22.55	53.09
FOOD SERVICE - SUPERVISOR	0	15	15	0.00	8.43	8.43
FOOD SERVICE - MANAGER	0	13	13	0.00	8.16	8.16
FOOD SERVICE - COOK	0	40	40	0.00	19.16	19.16
FOOD SERVICE - OTHER	1	30	31	0.37	8.81	9.18
MAINTENANCE SUPERVISOR	11	1	12	9.39	0.96	10.35
MAINTENANCE WORKER	5	3	8	3.65	0.86	4.51
INSTRUCTIONAL ASSISTANT - REGULAR ED	3	132	135	0.93	59.19	60.12
INSTRUCTIONAL ASSISTANT - SPECIAL ED	0	57	57	0.00	26.47	26.47
RELATED SERVICES ASSISTANT, SPECIAL ED	0	4	4	0.00	1.60	1.60
INTERPRETER - HEARING IMPAIRED	0	1	1	0.00	0.56	0.56
LIBRARY ASSISTANT	0	16	16	0.00	6.93	6.93
TRANSPORTATION SUPERVISOR	14	2	16	6.17	0.50	6.67
TRANSPORTATION DISPATCHER/SECRETARY	0	0	0	0.00	0.00	0.00
TRANSPORTATION - SCHOOL BUS MECHANIC	4	0	4	1.49	0.00	1.49
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0	0	0	0.00	0.00	0.00
VEHICLE OPERATOR	51	51	102	13.91	14.15	28.06
TRANSPORTATION - SCHOOL BUS ATTENDANT	0	2	2	0.00	0.43	0.43
ATTENDANCE OFFICER	0	0	0	0.00	0.00	0.00
SPECIAL PROJECT PERSONNEL	0	13	13	0.00	4.38	4.38
OTHER NONCERTIFIED	9	15	24	0.65	2.49	3.14
DATA PROCESSING SERVICES	0	0	0	0.00	0.00	0.00
TOTALS	142	528	670	72.58	252.65	325.23

ACTIVITY	AVERAGE HOURLY PAY RATE			AVERAGE ANNUAL SALARY			TOTAL SALARIES (c) x (l) (m)
	MEN (g)	WOMEN (h)	TOTAL (i)	MEN (j)	WOMEN (k)	TOTAL (l)	
BUSINESS MANAGER	\$0.00	\$12.31	\$12.31	\$0	\$19,355	\$19,355	\$154,843
CLERK - BOARD OF TRUSTEES	12.87	10.32	10.50	4,982	14,937	14,226	398,330
OFFICE CLERICAL - DISTRICT	0.00	8.25	8.25	0	12,820	12,820	294,858
OFFICE CLERICAL - BUILDING	0.00	7.62	7.62	0	9,437	9,437	330,290
PERSONNEL SERVICES	0.00	8.99	8.99	0	10,792	10,792	32,376
PUBLIC INFORMATION	0.00	0.00	0.00	0	0	0	0
CUSTODIAN SUPERVISOR	9.56	0.00	9.56	19,584	0	19,584	97,919
JANITOR, CUSTODIAN	8.79	6.96	7.86	14,528	8,320	11,383	853,695
FOOD SERVICE - SUPERVISOR	0.00	8.16	8.16	0	9,529	9,529	142,933
FOOD SERVICE - MANAGER	0.00	7.92	7.92	0	10,204	10,204	132,655
FOOD SERVICE - COOK	0.00	6.75	6.75	0	6,790	6,790	271,604
FOOD SERVICE - OTHER	5.31	6.00	5.98	4,036	3,739	3,749	116,212
MAINTENANCE SUPERVISOR	10.48	8.00	10.27	16,778	16,000	16,714	200,563
MAINTENANCE WORKER	10.59	5.79	8.79	14,783	3,516	10,558	84,462
INSTRUCTIONAL ASSISTANT - REGULAR ED	7.61	6.50	6.52	5,600	5,927	5,920	799,195
INSTRUCTIONAL ASSISTANT - SPECIAL ED	0.00	6.25	6.25	0	6,044	6,044	344,505
RELATED SERVICES ASSISTANT, SPECIAL ED	0.00	6.01	6.01	0	5,120	5,120	20,479
INTERPRETER - HEARING IMPAIRED	0.00	8.01	8.01	0	9,372	9,372	9,372
LIBRARY ASSISTANT	0.00	6.29	6.29	0	5,682	5,682	90,919
TRANSPORTATION SUPERVISOR	10.31	6.05	9.78	9,976	4,562	9,299	148,785
TRANSPORTATION DISPATCHER/SECRETARY	0.00	0.00	0.00	0	0	0	0
TRANSPORTATION - SCHOOL BUS MECHANIC	12.36	0.00	12.36	7,466	0	7,466	29,863
TRANSPORTATION-SCHOOL BUS DRIVER TRAINER	0.00	0.00	0.00	0	0	0	0
VEHICLE OPERATOR	9.63	9.23	9.43	5,378	5,208	5,293	539,884
TRANSPORTATION - SCHOOL BUS ATTENDANT	0.00	8.81	8.81	0	3,980	3,980	7,960
ATTENDANCE OFFICER	0.00	0.00	0.00	0	0	0	0
SPECIAL PROJECT PERSONNEL	0.00	8.07	8.07	0	4,984	4,984	64,792
OTHER NONCERTIFIED	6.23	6.40	6.34	873	2,232	1,723	41,348
DATA PROCESSING SERVICES	0.00	0.00	0.00	0	0	0	0
TOTALS	\$9.41	\$7.32	\$7.76	\$9,693	\$7,257	\$7,773	\$5,207,842 **

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** "Statewide" Total Salaries is the sum of column (m).

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